The UCalgary Model
The UCalgary Model

EDI in Selection Methods

Inclusive messaging

Assessing Candidate Records

Selecting relevant awards

Inclusive Selection Criteria and Methods

Gathering the pool of nominees

Establishing equitable and inclusive review committees

Preparing the nomination

Addressing inequities

Equity, Diversity and Inclusion in Talent Identification and the Applicant Pool
Diverse and Inclusive drafting committee

Awards EDI Plan Drafting Committee

- Academic staff with expertise in awards and/or EDI
- Indigenous Research Support Team and Office of Indigenous Engagement
- Dimensions Steering Committee
- External Teaching and Learning Awards Committee (Associate Deans, T&L)
- Nomination review committees
- Research Awards Working Committee (Associate Deans, Research)
- Awards staff working group
## Timeline and current state

<table>
<thead>
<tr>
<th>Phase</th>
<th>Activity</th>
<th>Timeframe</th>
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</thead>
<tbody>
<tr>
<td>Planning phase</td>
<td>Catalogue barriers to EDI in awards, set objectives, plan approach</td>
<td>August 2020 – January 2021</td>
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<tr>
<td>Phase 1</td>
<td><strong>Drafting:</strong> Diverse and inclusive drafting committee generates draft and presents to Deans</td>
<td>January 2021 – July 2021</td>
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<td>Phase 2</td>
<td><strong>Broad Consultations:</strong></td>
<td>July 2021 – February 2022; ongoing as part of iterative process</td>
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<td>Phase 3</td>
<td><strong>Feedback:</strong> Incorporate feedback and generate subsequent drafts</td>
<td>February 2022 – July 2022</td>
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<td>Phase 4</td>
<td><strong>Implementation:</strong> Develop materials to support implementation of plan</td>
<td>Ongoing</td>
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Inputs to EDI in Research and Teaching Awards Plan

- 22 consultation sessions
- 10 drafts
- 105 academic references cited
- 20 academic and support staff on committee
- 17 drafting committee meetings
- 24 months of work

Research and Teaching Awards EDI Plan
I. **Scope and Impact:** The Research and Teaching Awards Equity, Diversity and Inclusion Plan has demonstrated impact, serving as both a catalyst and a complement to numerous internal and external EDI initiatives. These include:

- 2022 Dimensions EDI “Construction Award” (*a Canadian national recognition awarded to only 10 universities nationally.*)
- 2022 Inclusive Excellence Teaching and Learning Award (*An internal award that addresses many of the findings of the plan, unanimously approved by an internal governing body*)
- 2022 Inclusive Excellence Cluster Hiring Initiative (*a novel, proactive, and ameliorative hiring initiative that will recruit 45 professors from equity-deserving groups.*)
- 2022 Equitable Pathways to Experiential Learning (*a systems-level approach to ensure that UCalgary’s structure, environments, and programs create and support equitable and inclusive pathways to work-integrated learning.*)
- 2022 Scarborough Charter on Anti-Black Racism and Black Inclusion (*A commitment by institutions across Canada to combat anti-Black racism and foster Black inclusion in higher education, which UCalgary is a signatory of.*)
- 2021 Declaration on Research Assessment (DORA) (*a global initiative to encourage the development and promotion of best practices in evaluation of researchers and the outputs of scholarly research – UCalgary is a signatory.*)
- 2021 Provost’s Postdoctoral Awards for Indigenous and Black Scholars (*an internal program designed to ameliorate the under-representation of Indigenous and Black scholars and close these gaps, building a more equitable, diverse, and inclusive academy.*)
- 2021 EDI Data hub (*A collection of key institutional demographic data, collected to identify and close the diversity gaps.*)